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	Order	Date of Establishment (Revision)	Date of Implementation	Revised Content
Revision history	0	2020.07.27	2020.07.27	Initial establishment
	1	2023.10.26	2023.10.26	Human Rights Policy of Hyundai Motor Group(Affiliates) applied
	2	2025.11.27	2025.11.27	Incorporation of global standards on human rights management


[The person in charge]

Kim Do-yeon, a Manager of Compliance Team

※ Electronic approval

[Approver]

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1. Overview

A. Purpose of Establishing Human Rights Policy

Hyundai Mobis Declares this human rights policy to actively implement human rights management, prevent violation of human rights, and mitigate relevant risks in operation of its business. Hyundai Mobis respects and supports international standards and guidelines relating to human rights·labor such as the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the ILO Constitution, the OECD Guidelines for Multinational Enterprises, and the OECD Due Diligence Guidance for Responsible Business Conduct to carry out human rights management. We will make an effort to identify negative impacts of business activities on human rights, prevent·mitigate such impacts, and prepare a relief process to minimize any negative impact on human rights.


B. A Range of Application of Human Rights Policy

All executives and employees including all employees at the domestic·foreign production and sales facilities, subsidiary/sub-subsidiary, and joint venture offices of Hyundai Mobis (including those of a temporary status) are subject to this human rights policy, Hyundai Mobis Restricted. Moreover, the executives and employees of Hyundai Mobis shall follow the policy when dealing with sales·service organizations, and by extension, encourage all stakeholders to respect this policy. If the human rights policy is in conflict with local laws and regulations of a country, the latter is prior to this policy. Hyundai Mobis may revise this human rights policy by applying laws and industry characteristics that the applicable country requires for proper use and, establish the policy details if necessary. All executives and employees will perform their job according to this human rights policy except as permitted otherwise in laws and regulations, articles of association, or company rules of each country.

C. Management System of Human Rights Risks

Hyundai Mobis will adopt an internal human rights management system in accordance to this policy in respect of the human rights of all executives and employees and to mitigate risks, and will implement a due diligence policy for human rights to evaluate·improve the human rights risks regularly and fully share the results . A department exclusively for the human rights of Hyundai Mobis conducts a management system of human rights risks according to the principle of faith and

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honesty, and revises the system as they regularly review various considerations and apply social changes to the human rights management.



2. Basic principle

Article 1. Prohibition of Child Labor and Forced Labor

Hyundai Mobis bans child labor and has zero tolerance of such an unlawful form of employment. In the case of a minor, there shall be measures to protect educational opportunities against their works. Moreover, all the executives and employees are not forced work against the freedom of their will, and original copy of identifications or visa is not stored for forced labor.

Article 2. Discrimination and Harassment Prevention


Hyundai Mobis do not discriminate in employment such as recruiting, hiring, promoting, educating, wage, and welfare depending on sex, race, nationality, religion, disability, age, marriage, pregnancy, sexual orientation, family member, social status, and political opinion of their employees, and constructs an organizational culture that respects diversity of the employees. And we have zero tolerance of unfair discriminations. Furthermore, any activities that give others physical and mental pain such as sexual harassment, directives on forced work, and violent language using rank and position or deteriorate working environment are prohibited.

Article 3. Compliance with Working Condition

Hyundai Mobis complies with legal working hours of each country where our business is carried on, and pays reasonable compensation with a pays lip to all the employees. Moreover, we do not ask for commission to workers on grounds of recruitment and provide appropriate working environment and enough education chances to develop capabilities of all the employees and improve quality of their life.

Article 4. Humane treatment

Hyundai Mobis protects personal information and respects all employees' privacy, and does not

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coerce, abuse, or give unfair treatment physically and mentally.

Article 5. Freedom of associations and collective bargaining right

Hyundai Mobis respects the Labor-Management Relations Act of each country where the human rights policy is applied to, and provides enough communication opportunities to all the employees.

Article 6. Safety of Industrial Safety and Security Personnel Management

Hyundai Mobis is committed to ensuring a safe working environment for all employees by conducting regular inspections of facilities, equipment, and tools, and by implementing appropriate measures to prevent physical and mental risks, along with providing post-incident support. Additionally, when engaging public or private security personnel, Hyundai Mobis complies with internationally recognized human rights standards and upholds the principles of minimizing physical intervention and respecting human rights.

Article 7. Protection of Human Rights of Local Communities and Vulnerable Group


Hyundai Mobis is committed to ensuring that the human rights of local communities, including indigenous peoples, are respected during all business activities. Hyundai Mobis upholds land, forest, and water rights, and strictly prohibits forced eviction. It also strives to protect the rights to health and safety and the freedom of residence. Furthermore, Hyundai Mobis is dedicated to safeguarding the rights of vulnerable groups such as children, migrant workers, persons with disabilities, and women by preventing discrimination and promoting equality.

Article 8. Protection of Human Rights of Client

All the executives and employees of Hyundai Mobis make an effort to protect personal information that is collected for life, health, property protection, and management activities when they provide goods and services.

Article 9. Responsible management for supply chain

Hyundai Mobis evaluates and manages ESG risks generated from a supply chain to build the sustainable supply chain, and peruses education and support activities targeting Hyundai Mobis business partners to prevent risks.

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Article 10. Security of Environmental Rights

Hyundai Mobis recognizes that environmental pollution can be a severe violation of human rights that affects life and health for everyone, and the policy of Hyundai Mobis aims to minimize negative impacts on environment resulting from business activities.

3. Human Rights Program

A. Establishment of Governance Structure

① Responsibility of Human Rights Management

Hyundai Mobis manages·supervises the current status of human rights management through a committee, management conferences that top decision makers or heads of each department participate in, or working-level meetings conducted by a decision maker who is involved in the department exclusively for human rights management. The range of roles and responsibilities of the committee, management conferences, and working-level meetings is 1) review of establishing-revising a policy of the human rights management, 2) suggestion of opinions on revising internal regulations such as personnel system, recruitment rules, and audit standards, 3) recommendations of the progress of human rights risks evaluation and its result, 4) order of investigation into human rights breaches cases and deliberation of relief plans, 5) other factors to protect human rights.

② Implement of Human Rights Management


Hyundai Mobis shall have a department exclusively for human rights management to perform relevant jobs. The job that the department should conduct is 1) establishment·revision of human rights policy, 2) formulation of execution plan for human rights management, 3) evaluation·management of human rights risks containing a due diligence on human rights, 4) operation of grievance settlement procedure, 5) conducting internal education and communication with outside.

B. Operation of Grievance Settlement Procedure

① Reporting·Receiving Violation of Human Rights

Hyundai Mobis operates a channel that can receive a report with local language from an employee, individual or group (reporter) that is aware of human rights risks or experienced

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violation of human rights. When receiving a report on violation of human rights, the primary department shall discuss the relief plan against the violation case by considering characteristics of the case.

② Handling of Reports on Violation of Human Rights

Hyundai Mobis endeavors to devise the best relief plan for violation of human rights by being supported from the legal department and referring to a precedent, regulations of the competent authorities, internal practices, and other industrial practices. If there is high possibility that a violation of human rights affects the freedom and right of victims significantly or the reputation of the company, a committee and management conferences with top decision makers, and working-level meetings shall be held to discuss the relief plan.

Channels to Report Violation of Human Rights

➤ Compliance Helpline of Hyundai Mobis:
<https://www.redwhistle.org/report/report9.asp?organ=8102>

- The person in charge of channels: Compliance Team
- The team in charge of 'Human Rights Abuse': People Support Sector

③ Guarantee of Whistle-blower Status

All employees of Hyundai Mobis shall not disclose or report personal information of whistle-blower to others, and keep details of report such as victims, relief procedures, and its result as a secret. And There shall be proper measures for people who notify a violation of human rights or its risks to protect them against disadvantages.


C. Education and Diffusion

① Education of Human Rights Management

Hyundai Mobis conducts an education on human rights management that aims to raise employees' understanding of human rights and improve their awareness of it, and deliver a direction of internal human rights management and its plan. The education enables to prohibit discriminations among employees, and guide them to report a violation of human rights and its risks.

② Diffusion of Human Rights Management

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Hyundai Mobis may share information on the human rights policy, its plan, evaluation procedures of human rights risks, and its result with their partners within a predetermined range to encourage the human rights management. To share the information, the optimal channels (voice, image, written, etc.) and types (Korean, English ver.) that employees of each organization can easily access may be used.

4. Risk Management

A. Identify and Evaluate Risks

① Development of Evaluation Index


Hyundai Mobis develops and operates an inspection and due diligence index that evaluate human rights risks of working environment, operating manpower, industrial safety, and local resident and clients as applying the UN Guiding Principles on Business and Human Rights, OECD Due Diligence Guidance for Responsible Business Conduct, and 「the Guidelines on Business and Human Rights」 of Ministry of Justice.

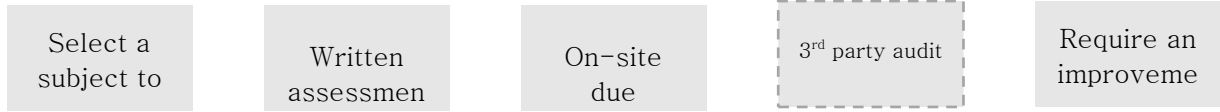
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② Operation of Evaluation Process

Hyundai Mobis operates a process that identifies and evaluates possibility of potential risks on human rights and the current status of violation of human rights after selecting an organization in the range of applying this policy. The process enables to communicate with major stakeholders, identify risk factors that might occur throughout the business including the supply chain and business operation, and evaluate effects of the risk factors the stakeholders. There is a written assessment with the evaluation index and guidelines provided to a person who is subject to evaluate and if the result of self-diagnosis is insufficient, there shall be a recommendation to establish a self-improvement plan. On-site due diligence may be conducted to inspect details of risks through internal regulations, systems, interviews, and site inspections targeting the applicable organizations as a result of the written assessment. Moreover, a third party agency may conduct a separate audit to secure objectivity of written assessment and on-site due diligence, and if 'high risk' and 'Nonconformity' are identified after the written assessment· on-site due diligence·3rd party audit, immediate improvements and corrective measures are required. Hyundai Mobis revises the evaluation index and its process of human rights risks with regular review to identify violation of human rights cases clearly and to evaluation operate the evaluation process.

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B. Implementation of Risk Improvement

① Derive and discuss Improvement Plan

Hyundai Mobis establishes an improvement plan and its implementation plan for human rights risks according to the evaluation of the risk. An organization that have received a human rights risk assessment deduces a specific task to improve the risks by discussing with the department exclusively for human rights management after evaluation.

② Monitoring the Progress of Implementation

Hyundai Mobis continuously monitors the progress of improvement plans that discussed with managers who belong to organizations that were evaluated the human rights risks. There shall be mutual communication to perform a detailed task and secure expected outcome on a schedule and if there is a setback for implementing the plan, proper measures can be taken.

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C. Disclosure of Conditions and Results

① Report to Major Decision Makers


All employees of Hyundai Mobis report significant implications and critical risks identified by the evaluation of human rights risks and its improvement plans to major decision makers including a committee, management conferences, and working-level meetings. Report data approved from the committee, management conferences, and major decision makers may be shared with primary departments to enhance effectiveness of human rights management.

② Disclosure to Outside

Hyundai Mobis discloses the cases of violation of human rights, results of the evaluation of human rights risks, and information on risk improvement and mitigation measures by website, integration reports, sustainable management reports or additional white papers of human rights, and select a channel that is accessible and understandable for employees and stakeholders more easily and clearly.

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5. Appendix

A. Contact information

Human Rights Policy of Hyundai Mobis

- **Email** : compliance.officer@mobis.co.kr
- **Post** : Compliance Team, 203, Teheran-ro, Gangnam-gu, Seoul, Republic of Korea

B. Reference

The human rights policy has been established on the basis of laws in regard to human rights, standards and initiatives stated in domestic·foreign human rights standards and relevant regulations.

- ① UN, Universal Declaration of Human Rights (1948)
- ② UNGC, A Human Rights Management Framework (2010)
- ③ UN, The UN Guiding Principles on Business and Human Rights (2011)
- ④ OECD, The OECD Guidelines for Multinational Enterprises (2011)
- ⑤ OECD, Due Diligence Guidance for Responsible Business Conduct (2018)
- ⑥ ILO, ILO Constitution (1986)
- ⑦ The Constitution of the Republic of Korea
- ⑧ National Human Rights Commission of Korea, Human Rights Management Manual for Public Institutions (2018)
- ⑨ National Human Rights Commission of Korea, Checklist for Human Rights Impact Assessment of (2018)
- ⑩ Ministry of Justice, Guidelines on Business and Human Rights(2021)